

Strategic Human Resource Management Quiz Questions

What is a key tension or problem in HRM?

- a. Labour motivation or control problems
- b. Labour market competition
- c. All of the options given here are correct
- d. The tension between management power and social legitimacy

What is the most fundamental problem a firm faces?

- a. The problem of structure
- b. The problem of viability
- c. The problem of strategy
- d. The problem of profitability

A critical characteristic of HRM is

- a. HRM is only affected by industry differences
- b. HRM is affected by both industry and society differences
- c. HRM is not affected by industry differences
- d. HRM is the same in every society

What merit is there in the best-practice or Universalist school?

- a. All of the options given here are correct
- b. Only dumb practices to avoid
- c. Some general principles
- d. Identifiable 'high-performance' practices

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In defining strategic HRM, it is better to think of HR strategy as what?

- a. A set of uniform strategies
- b. A single strategy
- c. Not related to strategic management
- d. A cluster of strategies

What are the most identifiable analytical levels of the best-fit model of HRM?

- a. Societal fit
- b. Industry fit
- c. Organisational fit
- d. All of the options given here are correct

What are the two main schools of thought in strategic HRM?

- a. Strategy development and HR practice
- b. None of the options given here are correct
- c. Best-fit and best-practice
- d. Industrial relations and HRM

Barriers to imitation include:

- a. Unique timing and learning

Human Resource Management Quiz Questions With Answers

Robert R. Redfield



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